



# WOMENS WORK

South Australia



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## INTRODUCTION

This bulletin highlights issues relating to women's participation in the South Australian labour force. It includes data relating to work and family commitments, education, trade union membership as well as pay rates and occupational and industry dissections.

Figures are based largely on February 1991 data or, where these are unavailable, the latest statistics are used. Much of the data contained in this bulletin has not been previously published. More detail can be obtained as a special data service from the ABS (phone Mr Chris Goldspink on (08) 237 7409). Detail on the labour force status of the Australian population as well as explanations of many of the definitions used in this publication can be found in *The Labour Force, Australia* (ABS Catalogue No. 6203.0), issued monthly.

## HIGHLIGHTS

### IN SOUTH AUSTRALIA —

#### In the 12 months to February 1991:

- ♦ female employment increased by 6,100 (2.3%) to 276,700 or 41.8% of total employment. However, full-time employment grew by only 0.4% (and fell by 2.2% for married women), while part-time employment grew 4.5% (4.1% for married women).
- ♦ the weekly award rates of pay index for full-time adult females rose by 3.4%. This compares with a rise of 4.1% for males.

#### In February 1991:

- ♦ 28,200 women were unemployed. Of the 124,600 employed part-time, 25,700 preferred to work more hours and of these, 7,500 were actively looking for full-time work.
- ♦ in addition, a significant number of women are marginally attached to the labour force. In September 1990, the number was 48,000 and of the 45,600 of these who were not actively looking for work, 49% reported family reasons as their main reason.

#### In June 1990:

- ♦ 48.7% of two-parent families had dependent children and in 58.0% of these both partners were employed.

#### In August 1990:

- ♦ 66% of all employees who, in their main job, worked under casual terms of employment were women. This represented 15.5% of all employees.

#### In 1988:

- ♦ 4,300 men and 12,000 women between the ages of 15 and 64 lived with and provided care to persons who were severely handicapped.

# LABOUR FORCE STATUS

## SOUTH AUSTRALIA FEBRUARY 1991

|                                       | <i>Females</i> | <i>Males</i> |
|---------------------------------------|----------------|--------------|
| Civilian population 15 years and over | 582,200        | 566,000      |
| – % of total civilian population      | 50.7           | 49.3         |
| Labour force                          | 304,800        | 428,900      |
| – % of total labour force             | 41.5           | 58.5         |
| Employed                              | 276,700        | 385,200      |
| – % of total employed                 | 41.8           | 58.2         |
| Unemployed                            | 28,200         | 43,700       |
| – looking for part-time work          | 8,000          | 3,700        |
| Unemployment rate (%)                 | 9.2            | 10.2         |
| Participation rate (%)                | 52.4           | 75.8         |

*Source: ABS, Labour Force, South Australia, February 1991 (6201.4)*

### In February 1991:

- ▲ women represented 41.8% of total employment and 39.3% of total unemployment in South Australia;
- ▲ women comprised 30.1% of full-time and 79.2% of part-time employed persons;
- ▲ 45.0% of employed women were part-time workers. By contrast, only 8.5% of employed men worked part-time.
- ▲ the female labour force participation rate (*i.e.* the proportion of women either employed or unemployed) stood at a record high for February of 52.4%;
- ▲ 28.4% of unemployed women were looking for part-time work compared with 8.5% of unemployed men.

### In the 12 months to February 1991:

- ▲ total female employment increased by 6,100 (2.3%) whilst male employment was virtually unchanged;
- ▲ full-time employment for women grew by 0.4% (and fell by 2.2% for married women) while part-time employment increased by 4.5% (4.1% for married women);
- ▲ the participation rate for women increased by 0.7 percentage points to 52.4%. The participation rate for men increased by 1.0 percentage points to 75.8%, the highest February level since 1984.
- ▲ the female unemployment rate increased from 8.9% to 9.2%, whilst the male unemployment rate increased from 7.7% to 10.2%, the latter being the highest February level since 1984.



# ATTACHMENT TO LABOUR FORCE

## EMPLOYMENT AND UNDEREMPLOYMENT FEBRUARY 1991

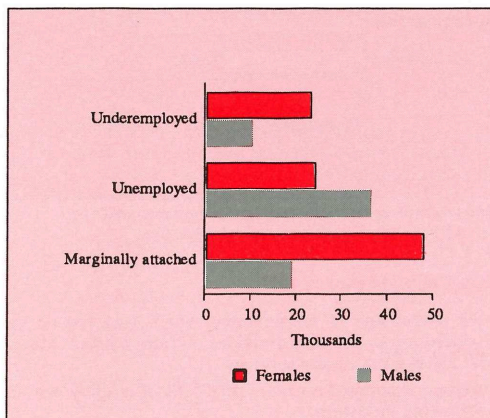
|                                  | <i>Females</i> | <i>Males</i> |
|----------------------------------|----------------|--------------|
| Employed full-time               | 152,000        | 352,400      |
| Employed part-time               | 124,600        | 32,800       |
| – Preferred more hours           | 25,700         | 13,000       |
| – Actively sought full-time work | 7,500          | 6,800        |

*Source:* ABS, Labour Force Survey, unpublished data.

### In February 1991:

- ▲ whilst 28,200 women were unemployed in South Australia, there were a further 25,700 women who were employed part-time but preferred to work more hours (*i.e.* they were underemployed). Of these, 7,500 (29.2%) were actively looking for full-time work.
- ▲ a further 2,100 women who usually worked full-time were underemployed for economic reasons (stood down, on short-time or had insufficient work).

## UNDEREMPLOYMENT, UNEMPLOYMENT AND MARGINAL ATTACHMENT TO THE LABOUR FORCE SEPTEMBER 1990<sup>(a)</sup>



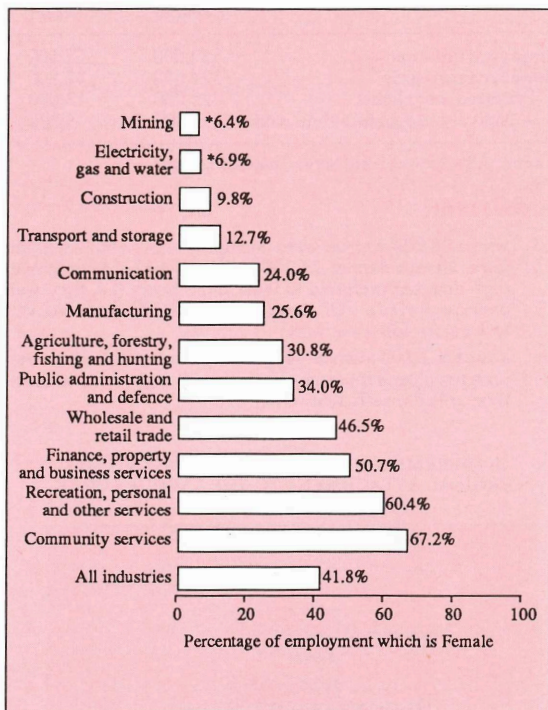
<sup>(a)</sup> For persons aged 15 to 69 years.

*Source:* ABS, Persons Not in the Labour Force, unpublished data.

### In September 1990:

- ▲ there were 67,200 people with marginal attachment to the labour force, some 48,000 (71%) of whom were women. In general, these were women who wanted and could start work within 4 weeks, but who had not been actively looking for work due to personal or family reasons, or due to having become discouraged.
- ▲ of the 45,600 women not actively looking for work (2,400 were doing so), 49% gave family reasons and 22% gave personal reasons as their main reason.

## PERCENTAGE OF EMPLOYMENT, WITHIN INDUSTRIES, WHICH IS FEMALE FEBRUARY 1991



\* Subject to sampling variability too high for most reasonable uses.

Source: ABS, Labour Force Survey, unpublished data.

### In South Australia in February 1991:

- ▲ the percentage of employment which was female varied widely across industry divisions — from 6.4% in Mining to 67.2% in Community services;
- ▲ women accounted for more than 50% of employment in the following industries:
  - Finance, property and business services      50.7%;
  - Recreation, personal and other services      60.4%;
  - Community services      67.2%.

### Over the 10 years to February 1991:

- ▲ the percentage of employment which was female increased significantly in the following industries:
  - Community services      +5.5 percentage points;
  - Agriculture, forestry, fishing and hunting      +5.7 percentage points;
  - Finance, property and business services      +7.9 percentage points.

## FULL-TIME AND PART-TIME EMPLOYMENT BY INDUSTRY, FEBRUARY 1991

| Industry                                   | Females      |              | Males        |             |
|--|--------------|--------------|--------------|-------------|
|  | Full-time    | Part-time    | Full-time    | Part-time   |
|  | '000         | '000         | '000         | '000        |
| Agriculture, forestry, fishing and hunting | 7.8          | 7.0          | 29.1         | 4.2         |
| Manufacturing                              | 22.7         | 7.0          | 84.4         | *2.1        |
| Electricity, gas and water                 | *0.4         | *0.2         | *8.4         | *0.0        |
| Construction                               | *1.0         | 2.9          | 33.8         | 2.1         |
| Wholesale and retail trade                 | 31.1         | 32.0         | 63.6         | 9.0         |
| Transport and storage                      | 2.2          | *1.2         | 22.2         | *1.1        |
| Communication                              | 2.3          | *0.5         | 8.6          | *0.3        |
| Finance, property and business services    | 21.4         | 11.8         | 29.1         | 3.2         |
| Public administration and defence          | 5.9          | 2.6          | 16.4         | *0.3        |
| Community services                         | 44.3         | 41.3         | 37.6         | 4.2         |
| Recreation, personal and other services    | 12.6         | 18.1         | 14.0         | 6.1         |
| <b>Total (a)</b>                           | <b>152.0</b> | <b>124.6</b> | <b>352.4</b> | <b>32.8</b> |

(a) Includes mining.

\* Subject to sampling variability too high for most reasonable uses.

Source: ABS, Labour Force Survey, unpublished data.

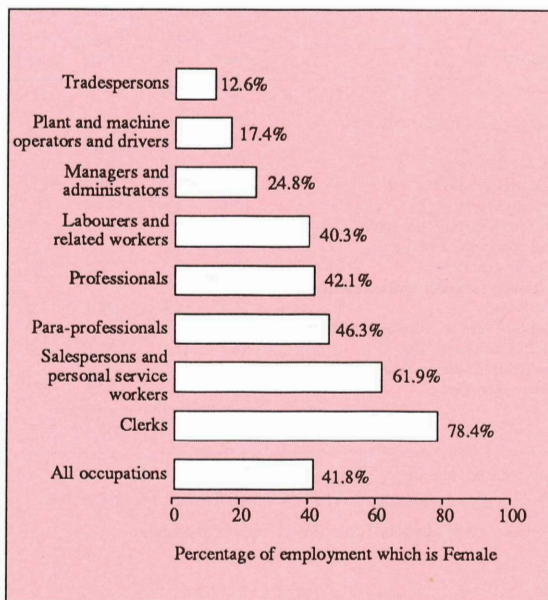
### In South Australia in February 1991:

- ▲ 11.6% (32,000) of employed females had part-time jobs in the wholesale and retail industry, 14.9% (41,300) in community services, and 6.5% (18,100) in recreation, personal and other services;
- ▲ in the following industries, more than half of the employed females were part-time:
  - Construction 73.6% (2,900);
  - Wholesale and retail trade 50.7% (32,000);
  - Recreation, personal and other services 58.9% (18,100).

### In the 12 months to February 1991:

- ▲ there were notable shifts from full-time (FT) to part-time (PT) employment for women in the following industries:
  - Construction (-1,400 FT; +700 PT);
  - Public administration and defence (-2,100 FT; +1,700 PT).
- ▲ there was notable growth in female full-time employment in agriculture, forestry, fishing and hunting (+2,500 or 46%), and in female part-time employment in recreation, personal and other services (+3,300 or 23%).

## PERCENTAGE OF EMPLOYMENT, WITHIN OCCUPATIONS, WHICH IS FEMALE FEBRUARY 1991



Source: ABS, Labour Force Survey, unpublished data.

### In South Australia in February 1991:

- ▲ the percentage of employment which was female varied widely across major occupational groups – from 12.6% for tradespersons to 78.4% for clerks;
- ▲ women accounted for more than 50% of employment in the following occupational groups:
  - Salespersons and personal service workers 61.9%;
  - Clerks 78.4%.

### Over the 4 years to February 1991:

- ▲ the percentage of employment which was female changed noticeably in the following occupational groups:
  - Professionals +2.6 percentage points;
  - Clerks +4.8 percentage points;
  - Salespersons and personal service workers -3.8 percentage points.
- ▲ the percentage of para-professionals who were female fell by 0.7 percentage points. Underlying this fall however, was a fall of 4.6 percentage points over the first 3 years and an increase of 3.9 percentage points over the last year.



## FULL-TIME AND PART-TIME EMPLOYMENT BY OCCUPATION, FEBRUARY 1991

| Major occupational group                  | Females      |              | Males        |             |
|---|--------------|--------------|--------------|-------------|
|   | Full-time    | Part-time    | Full-time    | Part-time   |
|   | '000         | '000         | '000         | '000        |
| Managers and administrators               | 14.4         | 6.0          | 60.2         | *1.6        |
| Professionals                             | 19.7         | 11.4         | 39.6         | 3.1         |
| Para-professionals                        | 12.6         | 6.6          | 21.7         | *0.7        |
| Tradespersons                             | 8.6          | 4.5          | 88.1         | 3.4         |
| Clerks                                    | 49.5         | 28.8         | 20.7         | *0.8        |
| Salespersons and personal service workers | 22.8         | 35.8         | 29.4         | 6.6         |
| Plant and machine operators and drivers   | 6.2          | *1.9         | 36.6         | *1.8        |
| Labourers and related workers             | 18.3         | 29.6         | 56.3         | 14.8        |
| <i>Total</i>                              | <i>152.0</i> | <i>124.6</i> | <i>352.4</i> | <i>32.8</i> |

\* Subject to sampling variability too high for most reasonable uses.

Source: ABS, Labour Force Survey, unpublished data.

### In South Australia in February 1991:

- ▲ 12.9% (35,800) of employed females had part-time jobs as salespersons and personal service workers, 10.4% (28,800) as clerks and 10.7% (29,600) as labourers;
- ▲ in two of these occupational groups, more than half of the employed females were part-time:
  - Labourers and related workers (includes assemblers, hand packers, process workers and cleaners) 61.8% (29,600);
  - Salespersons and personal service workers 61.1% (35,800).

### In the 12 months to February 1991:

- ▲ female part-time employment increased by 5,400 (4.5%) in total, whilst full-time employment changed little. There was, however, significant growth in female full-time employment in the following occupational groups:
  - Para-professionals +4,000 (47%);
  - Tradespersons +1,600 (23%).
- ▲ there was also significant growth in the number of females employed part-time as professionals (+2,300 or 26%) and as labourers and related workers (+3,500 or 13%).

# WEEKLY AWARD RATES OF PAY INDEXES

## FULL-TIME ADULT EMPLOYEES : ANNUAL PERCENTAGE CHANGE TO FEBRUARY 1991

|   | <i>Annual change (%)</i> |              |
|---|--------------------------|--------------|
|   | <i>Females</i>           | <i>Males</i> |
| INDUSTRY                                  |                          |              |
| Manufacturing                             | 5.4                      | 5.5          |
| Wholesale and retail trade                | 4.1                      | 5.3          |
| Transport and storage                     | 3.7                      | 4.1          |
| Communication                             | 2.7                      | 2.5          |
| Finance, property and business services   | 4.2                      | 3.6          |
| Public administration and defence         | 2.7                      | 2.8          |
| Community services                        | 1.9                      | 2.7          |
| Recreation, personal and other services   | 3.9                      | 3.8          |
| <i>All industries (a)</i>                 | 3.4                      | 4.1          |
| OCCUPATION                                |                          |              |
| Managers and administrators               | 2.7                      | 2.7          |
| Professional                              | 1.1                      | 2.0          |
| Para-professionals                        | 1.1                      | 3.4          |
| Tradespersons                             | 6.0                      | 5.1          |
| Clerks                                    | 3.7                      | 3.5          |
| Salespersons and personal service workers | 3.2                      | 4.1          |
| Plant and machine operators and drivers   | 6.2                      | 4.3          |
| Labourers and related workers             | 5.7                      | 4.9          |
| <i>All occupations (a)</i>                | 3.4                      | 4.1          |

(a) Excludes employees in agriculture, services to agriculture, and private households employing staff.

Source: ABS, *Award Rates of Pay Indexes, Australia, February 1991* (6312.0).

### In South Australia over the 12 months to February 1991:

- ▲ the weekly award rates of pay index for full-time adult females rose by 3.4%, compared with 4.1% for full-time adult males;
- ▲ in terms of industries, the largest percentage movements for full-time adult females occurred in manufacturing industry (5.4%) and in finance, property and business services (4.2%). The smallest increase was in community services (1.9%).
- ▲ in terms of occupational groups, the largest percentage movements for full-time adult females were for plant and machine operators and drivers (6.2%), followed by tradespersons (6.0%) and labourers and related workers (5.7%).

## AVERAGE WEEKLY EARNINGS

### In South Australia in February 1991:

- ▲ average weekly ordinary time earnings for adult women working full-time were \$492.00. This was \$79.50 (13.9%) less than the earnings for men. This is partly attributable to the higher proportion of women in relatively low paying occupations.

### AVERAGE WEEKLY EARNINGS OF EMPLOYEES: FULL-TIME ADULT ORDINARY TIME EARNINGS FEBRUARY 1991 (Dollars)

| <i>Industry</i>                         | <i>Female</i> | <i>Male</i>   |
|---|---------------|---------------|
| Manufacturing                           | 396.70        | 526.10        |
| Wholesale trade                         | 418.20        | 550.70        |
| Retail trade                            | 410.60        | 459.80        |
| Transport and storage                   | 538.80        | 560.60        |
| Communication                           | 549.40        | 572.30        |
| Finance, property and business services | 485.70        | 720.60        |
| Public administration and defence       | 508.30        | 528.10        |
| Community services                      | 581.60        | 663.00        |
| Recreation, personal and other services | 471.00        | 548.60        |
| <i>All industries</i>                   | <i>492.00</i> | <i>571.50</i> |

Source: ABS, Average Weekly Earnings, unpublished data.

- ▲ The average weekly total earnings for all female employees was \$359.10. This was \$196.50 (35.4%) lower than for men. This increased difference is primarily attributable to the higher proportion of women in part-time employment and to higher average overtime payments to men.

## CASUAL EMPLOYMENT

Source: ABS, Employment Benefits, unpublished data.

### In South Australia in August 1990:

- ▲ 66% of all employees who, in their main job, worked under casual terms of employment, were women. This represents an estimated 84,100 women or 15.5% of all employees.
- ▲ only 63.0% of female employees had access to sick leave compared to 84.7% of male employees. The figures for annual and long service leave were similar.
- ▲ 37.8% of all female employees were covered by superannuation compared to 54.3% of male employees. Not all of this difference is attributable to women's higher casual employment. For permanent employees, 47.5% of women were covered compared with 60.8% of men.

# PROPORTION OF ALL EMPLOYEES WHO WERE TRADE UNION MEMBERS

BY INDUSTRY AND OCCUPATION, AUGUST 1990

|  | <i>Females</i>  | <i>Males</i>    |
|--|-----------------|-----------------|
|  | <i>Per cent</i> | <i>Per cent</i> |
| INDUSTRY                                   |                 |                 |
| Agriculture, forestry, fishing and hunting | 8.5             | 15.4            |
| Mining                                     | *42.6           | 35.7            |
| Manufacturing                              | 39.4            | 51.0            |
| Electricity, gas and water                 | *59.5           | 86.1            |
| Construction                               | 8.3             | 59.4            |
| Wholesale and retail trade                 | 24.3            | 25.9            |
| Transport and storage                      | 22.7            | 72.8            |
| Communication                              | 41.8            | 87.5            |
| Finance, property and business services    | 39.7            | 34.9            |
| Public administration and defence          | 62.1            | 76.1            |
| Community services                         | 47.2            | 59.1            |
| Recreation, personal and other services    | 34.9            | 39.2            |
| <i>Total</i>                               | <i>38.7</i>     | <i>48.8</i>     |
| OCCUPATION                                 |                 |                 |
| Managers and administrators                | 29.0            | 22.2            |
| Professional                               | 49.5            | 40.2            |
| Para-professionals                         | 64.6            | 63.8            |
| Tradespersons                              | 26.3            | 53.9            |
| Clerks                                     | 33.3            | 65.3            |
| Salespersons and personal service workers  | 30.8            | 29.1            |
| Plant and machine operators and drivers    | 62.5            | 70.3            |
| Labourers and related workers              | 41.0            | 49.9            |
| <i>Total</i>                               | <i>38.7</i>     | <i>48.8</i>     |

\* Subject to sampling variability too high for most reasonable uses.

Source: ABS, Trade Union Members, unpublished data.

In South Australia in August 1990, the proportion of female employees who were trade union members was:

- ▲ greatest in the public administration and defence industry (62.1%);
- ▲ well below the proportion of males who were trade union members in most industries, and in total. The main exceptions were wholesale and retail trade, and finance, property and business services.
- ▲ highest amongst para-professionals (64.6%) and lowest amongst tradespersons (26.3%);
- ▲ only about half that for males in the trades and clerical occupations.



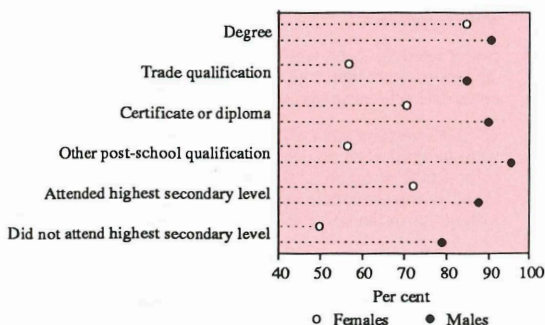
## LABOUR FORCE STATUS AND EDUCATIONAL ATTAINMENT

- ▲ In South Australia in February 1990, the level of post-school qualifications varied significantly between males and females.

### PERSONS AGED 15 TO 69 WITH POST-SCHOOL QUALIFICATIONS, FEBRUARY 1990

| Type of post-school qualification | Females        |            | Males          |            |
|-----------------------------------|----------------|------------|----------------|------------|
|                                   | No.            | %          | No.            | %          |
| Degree                            | 27,100         | 18         | 45,600         | 20         |
| Trade qualifications              | 14,200         | 9          | 121,300        | 53         |
| Certificate or diploma            | 105,900        | 71         | 57,700         | 25         |
| Other                             | 2,600          | 2          | 2,700          | 1          |
| <i>Total</i>                      | <i>149,800</i> | <i>100</i> | <i>227,200</i> | <i>100</i> |

### LABOUR FORCE PARTICIPATION RATES AND EDUCATIONAL ATTAINMENT, FEBRUARY 1990 (a)



(a) For persons aged 15 to 69 years, not attending school.

Source: ABS, Labour Force Status and Educational Attainment, unpublished data. See Cat. No. 6235.0 for definitions.

#### For females with post-school qualifications:

- ▲ the labour force participation rate was lower at 72 per cent than for males at 87 per cent. This was the case for each type of qualification but was least marked for females with degrees.
- ▲ the unemployment rate was higher at 7.4 per cent than for males at 4.2 per cent.

#### For persons without post-school qualifications:

- ▲ the labour force participation rate stood at 55 per cent for females and 81 per cent for males. Females in this group who attended the highest level of secondary school available had a participation rate of 72 per cent. This contrasts with a rate of 50 per cent for those females who had not attended the highest level of secondary school available.
- ▲ unemployment rates were 9 per cent for females and 11 per cent for males.

## FAMILY RESPONSIBILITIES AND LABOUR FORCE PARTICIPATION

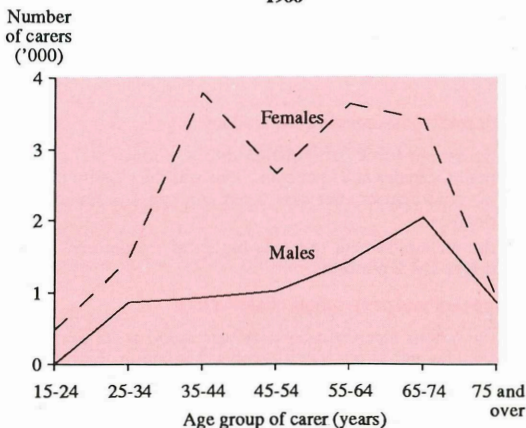
### In South Australia in June 1990:

- ▲ 166,100 (48.7%) of two-parent families in South Australia had dependent children. In 96,400 (58.0%) of these families both partners were employed.
- ▲ in families where both partners were employed, 37.7% of women were employed full-time and 62.4% were employed part-time;
- ▲ there were 30,200 female one-parent families. In 46.4% of these the parent was in the labour force. Of those in the labour force, 42.1% worked full-time, 40.0% worked part-time and 17.9% were unemployed.

### In 1988:

- ▲ 4,300 men and 12,000 women between the ages of 15 and 64 lived with and provided care to persons who were severely handicapped;
- ▲ of all people who provided 'live-in-care' for the severely handicapped, 69.5% were women and 24.4% of these women were employed;
- ▲ carers aged 15 to 64 were much less likely to participate in the labour force than was the population generally in that age group (43.4% compared with 72.9% respectively);
- ▲ 127,800 persons aged 60 years or older indicated that they were in need of regular help. Of the 122,100 who received help, 7,600 received it from a daughter or daughter-in-law living in the same household, while 16,200 received it from a daughter or daughter-in-law living elsewhere.

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